

MESSAGE FROM SECRETARY BAILEY

First, let me say “thank you” to each of you for your hard work during 2004. Our work is very important as we are charged with providing service in some way to every single citizen of Kentucky.

I have enjoyed meeting many of you this past year. Since there are more than 5,000 employees in our cabinet, I still have a few to go! But be assured your contributions are recognized and appreciated by this administration.

As a new year begins, many people make resolutions about how they will improve their lives in the coming year. One area I hope you will consider is making time to improve your job skills. I am impressed with the level of commitment state government has made to provide training opportunities. I would encourage you to take advantage of classes that can help you grow personally and professionally.

Last month, I had the opportunity to speak at the Advanced Leadership Academy graduation. We should take pride in that program as it is unique within state government and fills a very important role. Its purpose is to identify and develop leadership skills that are essential for the future operation and success of our cabinet.

As you know, my background is with the United States

Air Force. The military does a good job of training leaders. There is a formal training process for individuals. Advancement and leadership skills are taught all along the way. Each assignment and experience builds on the previous ones. Of course, it is important that you start with certain basic building blocks like “commitment to service above self,” as well as character and integrity. Those are difficult qualities to teach, but they are critical to the success of the individual and the operation. Outside the military, there is often an assumption that leaders are “born.” In my experience, leaders are trained, mentored and given assignments that test those skills.

The responsibility for providing training opportunities for our employees falls in the personnel arena. Our personnel functions were reorganized in December and are now in the newly-created Office of Personnel Management. Dr. Otis Reed has been chosen to head our work in this area. Otis joined the cabinet last August after stints in human resources for both government and the private sector. A native of LaRue County, he began his career as a public school teacher and later served as both a principal and school superintendent.

He and his 50 member staff are committed, not only to provide the day-to-day services



needed by our workforce, but also to initiate innovative training opportunities. You will find articles in this newsletter that detail some of their plans. All the members of the Personnel staff—whether in training, safety and health, workers’ compensation or personnel services—believe in working together to keep our employees the best they can be. I hope you commit to taking advantage of these new training and skill-building opportunities this year. I know it will benefit you personally, and, in turn, the quality of our work here at the cabinet will be enhanced.

Best wishes for a healthy, happy and prosperous year.

Clay Bailey